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The Bureau of Land Management Service Center Newsletter June 1993

CENTER SCENE

EMBRACING ALL CULTURES

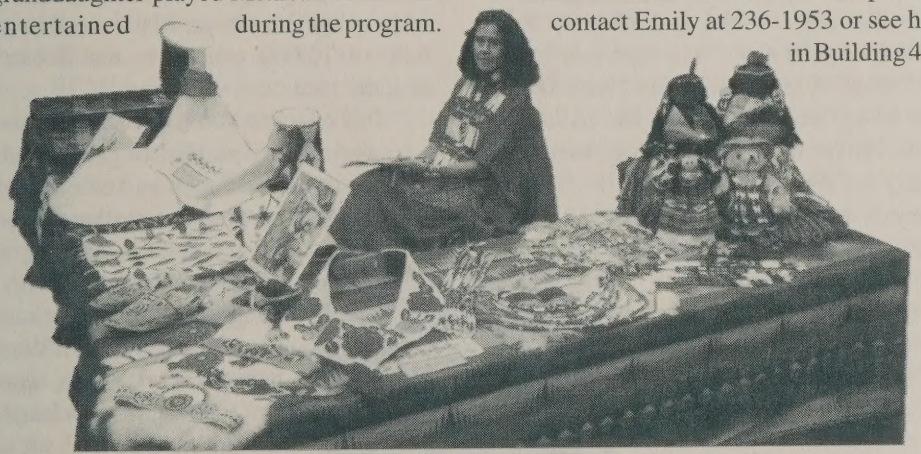
L to R: Ray Alvarado, his granddaughter, and Jim Ferguson enjoy refreshments.

In celebration of Cinco de Mayo, Hispanic Employment Program Manager Emily Alvarado and a group of Hispanic employees sponsored a multicultural program at the Service Center.

The program featured several speakers who addressed the origins of the mestizo people from the Southwest. Lane Martz, wearing a Southern Plains dance costume and exhibiting artifacts, represented the presence of Native Americans in the Southwest. Jim Ferguson, in mountain man costume, told tales of fur trappers, many of whom were French, explaining how some raised families with the women of the Southwest. Brett Pope discussed the migration of slaves to the Mexico region, where the people in the villages would hide them.

Emily, her husband Ray, and her granddaughter played Mexican music and entertained during the program. Refreshments were provided by Casa Bonita restaurant.

If you have questions about the Hispanic Employment Program or would like to become involved, please contact Emily at 236-1953 or see her in Building 40.



Lane Martz exhibits Native American artifacts.

BACA VISITS SC

BLM Director Jim Baca spoke to Service Center employees during a brief visit on May 17, 1993.

Baca gave employees a brief resume of his past experience. He graduated from the University of New Mexico and worked at Lowry Air Force Base as a photographer. He went on to work in broadcast journalism, and became a TV news anchor in New Mexico. He served as press secretary during Bruce King's campaign for Governor and was later appointed New Mexico State Liquor Director. He then was elected State Land Commissioner. After his first term, he took a 4-year break to work in real estate and consulting, after which he again won the State Land Commissioner post. After the 1992 presidential election, he worked with Vice President Gore on Secretary Babbitt's nomination and with the transition team focusing on BLM. He was offered the BLM Directorship on Inauguration Day.

BLM employees may be surprised at the amount of support we will get from the Secretary and the White House, Baca believes. He adds that we will also face great challenges. The President's deficit reduction actions are real, and BLM will have to manage positions and reduce FTEs through attrition and retirement so there will be no need for a reduction in force. Additionally, the fact that 70-75 percent of BLM's upper managers will be eligible to retire in the next 3 years will require development of a strategy to replace them, and to diversify and screen their replacements.

Baca loves the West—it is his home. A native of New Mexico, he says, "I grew up in an area that automatically gives you a feel for stewardship of the land." He recommends Charles Wilkinson's book *Crossing the Next Meridian* as a reference for how things will be changing in the West. Baca says, "If the West is going to survive, we have to *not* be individualists. The only way we're going to save the West is through cooperating, and this is one of my main goals."

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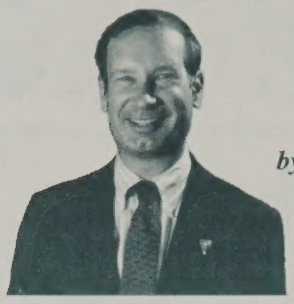


DIVISION OF DIVERSE SERVICES

by Lee Barkow, Chief, Division of Resource Services

Like many of the Divisions at the Service Center, the Division of Resource Services provides assistance in a variety of areas to Washington and field offices. Some services are well known, such as providing user representatives for the many resource-oriented automated systems and assistance in range, forestry, wildlife, mining, and mineral leasing. But there are also a variety of other services that are not as well known. Did you know that the Bureau's Land Law Historian is on this staff? He is responsible for assisting states and others in researching public land history as it relates to various legal questions. And did you know that Public Land Statistics is compiled by the Division? This book provides a wealth of statistics about the public lands in the United States. Did you know that the Bureau was responsible for reviewing and assessing waterpower withdrawals? That program is also within the Division. Finally, did you know that the Division is responsible for coordinating the Bureau's research program and maintaining the research data base?

The list could go on and on. The point is that the Division of Resource Services is far more diverse than its name may imply. Toxicologists to ground-water hydrologists and fisheries biologists to mining engineers all call the Division of Resource Services their "home" at the Service Center. *We are diverse* and yet all that we do supports the management of the resources found on the public lands managed by the Bureau.

ONE OF A KIND

Of all the unique and specialized skills at the Service Center, perhaps none are more exceptional than those of Land Law Historian Jim Muhn. Jim is the only full-time land law historian in the Department of the Interior. He is perhaps the only historian in the entire Federal Government working full-time on litigation and testifying as an expert witness.

Jim already knew in fifth grade that he wanted to be a historian. He received his B.A. in history in 1975 and went to work for the National Park Service in 1976. After working as a temporary in Denver for 3 years, Jim accepted a permanent position as a historian with BLM's Montana State Office. He initially planned to stay for only 6 months to 1 year with BLM before trying to get back with the Park Service as a permanent full-time employee. However, BLM turned out to be a pretty good deal, so Jim stayed on.

Briefly interrupting his BLM career to work on a master's degree in history at Montana State University, Jim returned to the Montana State Office to do land law history work for the land and mineral adjudication programs and the local Solicitor's Office. As word of his unique expertise spread, Jim started to work on issues in other states as well.

Soon, Jim found himself with a Bureauwide client base. This resulted in his being transferred to the Service Center, where he would be more centrally located. Arriving here in March of 1986, Jim went right to work on a number of Department of Justice and other legal cases. He also submitted his thesis and was awarded a master's degree in 1987, and coauthored the definitive history of BLM entitled *Opportunity and Challenge: The Story of BLM.*

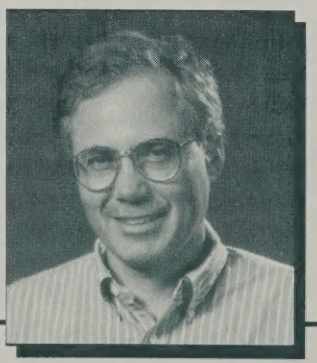
Jim's historical research in support of litigation covers a wide range of subjects. One ongoing case, Etcitty vs. U.S., involves coal, oil, and gas rights on lands patented to Navajos in northwestern New Mexico. A legal dispute in North Dakota revolved around whether the Little Missouri River was navigable (i.e., used regularly for commerce and travel). Jim's research showed that past use of the river was random and infrequent, which meant that the riverbed belonged to adjacent landowners, including the United States, rather than the State government.

Jim recently completed a series of 39 water basin reports for BLM's Idaho State Office. Jim needed to research dozens of historical documents, including local histories and 100-year-old small-town newspapers, to determine when beneficial use of water by livestock first occurred on lands administered today by BLM.

It is this research, this Sherlock Holmes search for clues, that keeps Jim so interested in his work. "I'm actually being paid to sit down and do research and learn things," says Jim. "It's the best deal in the world."

Jim is married and the father of two children — Sarah, who is 10, and Nathan, 7. His wife Peggy is a devoted runner who, at age 39, placed 81st overall in a field of 12,000 women in the Bolder Boulder race.

Jim coaches youth soccer and has once again started playing the game. And his bicycle can be found parked outside of Building 50 on even some of the snowiest and coldest days.

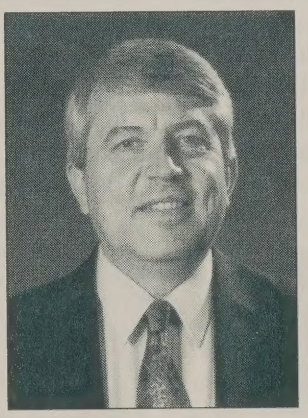


Perhaps Jim's favorite activity in his spare time is reading about Civil War history for relaxation. For Jim, historical research and writing isn't just a job...it's a passion.

WATERPOWER: A LITTLE-KNOWN RESOURCE

Waterpower — dams and reservoirs — is one of BLM's myriad responsibilities. The Bureau is responsible for identifying and protecting potential dam and reservoir sites on *all* public lands, whether they are administered by the Forest Service, Park Service, Bureau of Indian Affairs, or other Federal agencies. It's a big responsibility.

The central coordination point for the Bureauwide waterpower program resides right here at the Service Center. Joe Kuka writes overall policy and guidance and provides training for field people.



Joe started his Government career with the U.S. Geological Survey (USGS) in Portland, Oregon, in 1976. USGS was charged with identifying waterpower sites by Congress 100 years ago, and carried out this mandate until 1982 when the Minerals Management Service (MMS) was split off from USGS. Joe, who had transferred to Denver to serve as head of the USGS Regional Waterpower Office, joined the newly created MMS, which inherited the waterpower mission.

Just 1 year later, MMS was merged with BLM, and BLM suddenly found itself in sole possession of the waterpower program. Joe initially went to the Colorado State Office, where he served as one of three BLM regional waterpower program leads. After a brief detour as the Colorado State Office LIS Staff Chief, Joe came to the Service Center 1-1/2 years ago to assume his current waterpower program lead responsibilities.

Waterpower planning is critical. For example, if a potentially valuable dam site is drilled for oil and gas, the ground could settle years later at the site, possibly causing the dam to fail. Less catastrophic, BLM or the Forest Service could spend a lot of money on a range or wildlife habitat improvement project, only to have that investment disappear under 30 or 40 feet of water.

So why does BLM have the responsibility for identifying and keeping track of potential dam sites for planners and developers? In a word, objectivity. The Bureau has no stake in whether a dam is constructed or not...it doesn't affect our appropriations or workload one way or the other. Thus, BLM's independent engineering evaluations have real credibility.

Joe is now in the process of rebuilding a BLM waterpower program that has gone through a number of changes over the past 10 years. He has written and sent to Washington a draft program manual to provide the foundation for all future efforts. Working with Land Law Historian Jim Muhn, Joe is writing a history of the program to give BLM managers an understanding of where the waterpower program has been and where it's going.

Finally, Joe is working toward the goal of having every Federal land management agency formally consider waterpower issues in land use planning. It's vitally important for BLM and other agencies to understand how dam and reservoir sites interact with wildlife, mineral development, recreation, and other resources.

Joe doesn't spend all of his time on waterpower matters. He has been married 27 years to his wife Sandy and has helped raise two daughters, both of whom are now attending college. Active in their church, Joe and Sandy volunteer their time to work in an international, interdenominational ministry devoted to strengthening marriages and families.

A favorite activity for Joe and his family is touring the country by automobile. It isn't so much the scenery that interests them. It's more the opportunity to be away from distractions and together as a family that matters.

Quiet and unassuming, Joe Kuka is heading up a program that is vitally important to the Bureau and the Department. Joe is just one more example of a Service Center employee making a big difference well beyond the boundaries of the office.

NBS MAY IMPACT BLM

President Clinton has announced plans to establish a new bureau within the Department of the Interior called the National Biological Survey (NBS). The primary mission of NBS will be to conduct biological studies to support land and resource managers within the Department.

NBS will combine biological research activities, such as studying inventories, monitoring species and ecosystems, and hypothesis testing, from the Fish and Wildlife Service, National Park Service, and Bureau of Land Management, as well as smaller elements from other agencies. Mission-oriented science activities will still be accomplished within those bureaus making resource management decisions.

Bruce Van Haveren of the Service Center's Division of Resource Services is assisting with organization planning for NBS. The Bureau's Science Management Information System (SCIMIS) has been offered to the NBS Implementation Task Force as a model system for research project tracking.

Creation of NBS does not mean that all BLM biologists will be moved. Most biologists, especially those who manage natural resources in an operational capacity, will remain with their bureaus. It is hoped, however, that creation of NBS *will* result in reduced overlap and duplication of functions, increased efficiency and economy, and improved quality and productivity of the Department's overall biological science efforts.

WALKING A MILE WITH AIRS/MRO USERS

Many of people across the Bureau enter oil and gas data into data bases and run reports on a daily basis. If this data is entered properly and consistently, everybody's happy. If it isn't, everyone suffers.

The Branch of Lands and Minerals recently sought to enhance the Service Center's ability to support field users by creating an AIRS (Automated Inspection Records System) and MRO (Monthly Report of Operations) Support Staff. Combining the talents of three people, this new staff is under the direction of Branch Chief Bill Krech.

John Evans brings many years of experience working in oil and gas not only with BLM, but also with the U.S. Geological Survey and the Minerals Management Service. In addition to providing a useful historical perspective, John was highly instrumental in producing the first BLM software users' guide that uses a state-of-the-art "playscript" format. This format makes it very easy for even a beginner to enter data into a computer and run reports. John's corporate knowledge and experience will help greatly in the development of the new Automated Fluid Mineral Support System (AFMSS) which is currently being developed in New Mexico.

Casey Ferguson also came to BLM by way of the U.S. Geological Survey and Minerals Management Service. In 1987, she transferred from Washington to the Service Center. Working as a computer assistant, she spent most of her time helping field users who called in on the AIRS/MRO Hotline. In her new role as a data coordination specialist, Casey's focus will be on keeping the AIRS and MRO systems running smoothly. Casey views the diversity of backgrounds and personalities on the staff as a plus. "We can learn a lot from each other because we work so differently," she observes. "We can learn and grow together as a staff."

The third team member is a newcomer to the Service Center. Patti Old previously worked with the Colorado State Office as a fluid minerals adjudicator, handling bonding and transfers of title. Patti started her Federal career as a radio communications analyst in the Air Force. Her first civilian position was with the Forest Service in Danville, Arkansas, as a Wang system administrator. She went on to become an oil and gas application and conveyance examiner with the Forest Service before transferring to BLM in 1989.

Like John Evans, Patti has helped write software users' guides. She was instrumental in preparing the MMS Business Information System (BIS) users' manual and broke new ground in BLM by writing and starring in a 35-minute video that explains how to use the BIS software.

Bill Krech created the AIRS and MRO Staff with a very simple end in mind. "We're trying to get more of a connection to our customers, to the people in the field who use our software day in and day out. We're trying to walk a mile in their moccasins so that we can really empathize with their concerns and questions."

The increasing sophistication of software users throughout the Bureau means that more sophisticated assistance will be required from Service Center people. The new AIRS and MRO Staff is a significant step in meeting this challenge.

L to R: Bill Krech, Patti Old, John Evans, and Casey Ferguson.

NEW AIR RESOURCE SPECIALIST

A position was recently added in the Soil, Water, and Air Section of the Branch of Physical Sciences to provide technical support to Washington and field offices in the areas of climate and air quality management.

The new position has been filled by Scott Archer, an Air Resource Specialist. Scott came from the Colorado State Office where he had been serving in a similar position since 1981. He is providing services such as broad meteorologic and air quality management direction through monitoring, modeling, environmental impact assessment, training, and policy development/implementation. He also monitors weather information and forecasts from the National Weather Service. In addition, Scott is active in the Air & Waste Management Association.

Scott can be reached at 303-236-6400.

CHANGES AND CHALLENGES, PART II

by Jerry Yarborough, Chief, Division of Finance

Last year we presented the Division of Finance's experiences (or struggles) with implementing our new Federal Financial System (FFS) and the challenges it presented. Now we are entering a different period with some unique financial challenges, but also other common ones that all organizations will face due to reductions in available resources.

As we enter the third year of FFS operations, production has stabilized and we are not tackling daily crises as we once did. What we see as our current financial challenges are: 1) cleanup and improvement of some reports to better serve our customers, 2) better utilization of FFS features such as remote entry of data and access to the data, and 3) other related Financial System enhancements such as Travel Manager, third party drafts, and OAS interface. These ideas and suggestions for improving the financial services to the Bureau have come from numerous sources, including our customers. Concurrently, as we deal with these issues, we, as well as other Service Center organizations, must take care of our business with less resources, FTE, and budget.

It is even more important now for managers, supervisors, and employees as a team to recognize that we will not take care of our business and our customers unless we keep coming up with new and better ideas on how to deliver our products in the most efficient manner possible. It is imperative for all of us to move forward with improvements—present your ideas! You have a number of avenues, including the formal organization or the suggestion program.

I recently saw an anonymous quote: "To be successful, you have to keep moving. After all, no one stumbles on something sitting down." Lets make it happen!

NEW FACES IN NEW PLACES

Last December, as a result of a Service Center reorganization, five employees from the Branch of Computer Applications (SC-342) in the Division of Systems Operations/ Maintenance and Support Services were reassigned to the Branch of Financial Systems (SC-613) in the Division of Finance. The five individuals are Mike Banigan, Al Layer, Armando Lazarte, Russ Leavitt, and Harriet Weltman. Four of these individuals had formerly worked in Financial Systems Support (SC-342A).

L to R: Mike Banigan, Harriet Weltman, Al Layer, Armando Lazarte, and Russ Leavitt

The Financial Systems Support Section previously supported the Division of Finance's automation efforts, including the conversion from BLM's former accounting system (FMS) to the Federal Financial System (FFS) over 2 years ago. They also supported development and maintenance of many financial reports, management reports, and interfaces. Since the reorganization, these individuals continue to support FFS and are in close contact with the functional accountants and analysts who either develop the requirements for the assigned programming or, in some cases, are the end users of the automated products.

The programming and computer analyst responsibilities for financial interfaces, including GABS, ALMS, Motor Vehicle, and several others, have been transferred to Resource Systems Support (SC-342C).

The Division of Finance is very pleased to have these individuals and are already reaping the benefits from this organizational realignment. Finance says "Welcome Aboard!"

A PROGRAMMER'S POINT OF VIEW

by Russ Leavitt

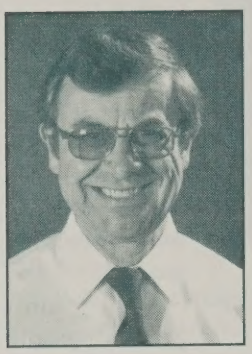
As a result of the December 1992 reorganization, I was reassigned to the Division of Finance to work directly with the system and staff accountants who operate FFS. Learning to work with professionals in other disciplines has been very productive and rewarding for both the programmers in our office and the accountants who are our customers. Though in many ways my job did not change, the longer I work in this new environment, the more I can see advantages to working directly for the customer.

Accountants, like data processing professionals, are highly knowledgeable and skilled individuals who have spent many years learning their profession. Unfortunately the language of data processing and the language of accounting are vastly different. In the past, this lack of understanding was sometimes reflected in the software produced, and was due, in many cases, to a lack of communications with our users.

There are many advantages to our new working relationship. Working side by side as a team has created a greater understanding of FFS and the needs of our users. This process has also worked in the other direction, as the accounting staff has acquired a greater understanding of the problems we face. This new organization has created a synergistic environment which allows for greater flexibility in meeting our ultimate goals. We have only just begun to take advantage of this new organizational structure. As part of a team within the Division of Finance, the more that we can learn from each other, the better we will be able to handle the needs of the rest of the BLM offices who are our ultimate customers.

MY FIRST EIGHT MONTHS WITH BLM

by Henry Blum



Gee, it's big! That was my reaction when I got my first look at the Bureau's general ledger. Then I realized I was wrong: it's not big—it's HUGE!

I started working for BLM in General Accounting in September 1992. One of my primary responsibilities was to assist with preparing the Bureau's financial statements. While BLM has prepared a whole array of financial reports over the years, new requirements were added recently.

The Chief Financial Officers (CFOs) Act of 1990 has, as one of its stated purposes, to "(p)rovide for the production of complete, responsible, timely, and consistent financial information for use by the Congress in the financing, management, and evaluation of Federal programs." To achieve this purpose, the CFOs Act mandates the preparation of financial statements to present an agency's financial position and the results of its operations for the year. These reports also reflect changes in financial position and present a reconciliation to the budget reports that have historically been prepared.

In September 1991, the Bureau prepared its first set of statements based on the CFOs Act with minimal guidance on form and content. Then in October 1992, the Office of Management and Budget issued OMB Bulletin No. 93-02, providing formats and instructions for the FY 1992 statements. While these provided significantly more guidance, they nevertheless left much open to interpretation and conjecture.

Before coming to BLM, I had been a partner in a two-person CPA firm, dealing principally with small business clients, where the numbers typically were six to seven figures. In the 1960's and 1970's, I had worked for a financial institution with assets of $500 million. However, even that was dwarfed by the size and complexity of the Bureau's budget, which consists of annual appropriations and expenditures in excess of a billion dollars, and assets and liabilities one and a half times as much. The real complexity comes in the number and variety of funds; these are at once varied yet often related and interdependent. To an outsider or new arrival, this is also bewildering. Throw in FFS (I don't think I've heard the term "user friendly" employed to describe it), and it has been a real challenge.

To say that the preparation of FY 1992 financial statements was a major undertaking would be a massive understatement. After getting off to a slow start, and perhaps not fully comprehending the complexity of the task ahead, we found ourselves in the middle of a truly daunting project. Many work-hours later (I think everybody in Finance was involved to varying degrees) the financial statements were finally completed. We still have some cleanup to finish and then we'll prepare for FY 1993. We feel like we learned a lot, and that next year's process will go a lot smoother. We certainly hope so.

We'll find out in a few months.

WHAT? ANOTHER FFS CONVERSION

Yes, that's right. Once again the Division of Finance will be implementing a major new release of the Federal Financial System (FFS) software in July. Since the initial conversion to FFS in October 1990, there have been major releases implemented each year. This year's release, 5.0.1D, contains over 65 functional enhancements and/or corrections, as well as major technical upgrades.

Since all Interior bureaus are required to operate the same version of FFS software, the functional content of new releases is determined through a joint effort of the seven bureaus currently using FFS.

Implementing a new FFS release is a task of major proportions. Every functional and technical aspect of the system must be tested to ensure that it works properly and in accordance with the design specified by the Interior bureaus. When software deficiencies are found, they must be reported and then retested once the software has been corrected. This process consumes all of the time of the Systems and Programming Staffs for 4-6 months and also involves resources from all of the other Branches within the Division.

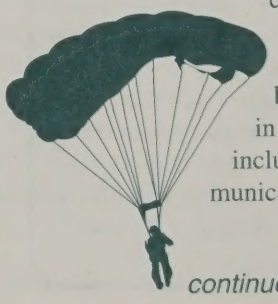
Upon completion of this challenge, the Division will face new challenges of fiscal year-end closing, opening a new fiscal year, and then in November, beginning preliminary activities to implement the 5.1.1D release of the FFS software, which is scheduled for conversion in April 1994.

DO ALL PILOTS FLY?

At the beginning of this fiscal year, the Division of Finance, in concert with the Idaho and Wyoming State and District Offices, organized a pilot project for the remote entry of financial data.

Individuals in the pilot states were given extensive training on entering certain financial information directly into the Federal Financial System (FFS) and performing inquiries against certain financial data. Data entered included travel obligations, nontravel obligations, and commitments. Commitments are reservations of funds prior to the issuance of an obligating document (such as a purchase order, travel order, contract, etc).

The objectives of the pilot project are to 1) enhance fund control and provide more accurate and timely budget and financial information to Bureau managers, 2) eliminate or substantially reduce the need for auxiliary financial systems or "cuff records" by providing more timely financial data from which to make decisions, and 3) help determine how commitment accounting, which is now required by the Department, could best be implemented in BLM. Benefits will include improved communications and a better



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understanding of finance office procedures at the field office level.

Both states have made significant contributions to this pilot project and, through joint efforts with the Division of Finance, have been instrumental in recommending new or revised procedures to assist the field in recording and tracking financial data. Also, certain data now is available for on-line inquiry, either directly into FFS tables or via inquiry screens developed by the Division of Finance.

In summary, the pilot project has been an exciting and rewarding experience from both a Service Center and State Office perspective. An evaluation of the project is scheduled to occur during the first quarter of next fiscal year. The results will form the basis for a recommendation to Bureau management to implement all or a portion of the activities Bureauwide.

The Division of Finance greatly appreciates the commendable participation and contributions of both Idaho and Wyoming. Will this pilot fly? More information will be available next fiscal year.

FIRE STORES RECONCILIATION

In November 1992, personnel from the Washington Office and Service Center (SC) attended a Finance/Property meeting to discuss some of the findings of the Inspector General Office's audit of the SC. One of the issues addressed was a pressing need to assure accountability for fire stores. Fire stores contain all of those items used by BLM to fight fires.

How can the SC address accountability? First, we must assure that the value of all those items in the Finance general ledger agrees with the value in the property records at the Bureau's fire stores in Fairbanks, Alaska and Boise, Idaho. We then must assure that the balances remain in agreement every month. If this sounds like balancing a checkbook, it is very similar.

As a result of the transfer of duties to Dennis Young and Loann Johnson and the able assistance and advice of Pat Desmond of the Division of Finance, the Alaska fire stores were reconciled and reconciliations have been performed for the last 4 months. Reconciliation of the Fire Center in Boise is planned for the coming fiscal year.

This accomplishment would not have been possible without a great effort on the part of Alaska Fire Service personnel and much appreciated advice by property personnel in Denver and Washington. The success of the project demonstrates what can be accomplished when various entities in the Bureau set out to accomplish a common goal through a coordinated effort and the spirit of cooperation!

FINANCE SPILLS THE BEANS ON GLENDA WILSON!

More than 100 friends and family gathered on April 29th to honor Glenda Wilson, Chief of Payments, as she began her new life of retirement. Glenda's career at the Bureau of Land Management has spanned 22 years, and her friends claim that things have changed dramatically in that time.

Carol Godwin remembers working with Glenda when an audible static-free phone connection to Alaska was so hard to come by that employees would pass the receiver down a line, just to avoid breaking that rare connection. Verna Glasmann recalls the "women only" breakroom, where conversations ran from debates over which direction of the peace sign was up to rumors of "hippie" brownies and discussions of Elvis' best moving parts. Jack McNellis, former boss, remembers hoarding used staples for a year and dumping them all over Glenda's floor, just to get her in trouble with the cleaning crew. Could this be what Glenda meant when she confessed that Jack was her mentor, and that she learned a lot from him?

Glenda, a native of Denver, worked briefly for the Civil Service Commission at the Denver Federal Center after high school. She later joined her husband, stationed in Ft. Knox, Kentucky, where she started her family. The Wilsons then returned to Denver, and Glenda spent 15 years raising three successful children. For 2-1/2 years, she worked as a teacher's aide for Jefferson County Schools. In 1971, she came to BLM, working in Data Control, and shortly thereafter became a voucher examiner. She progressed from team leader to supervisor, and became Chief of the Payments Section in 1983.

Glenda is looking forward to spending more time indulging in her passions. She loves flowers, and likes to get into the dirt and plant things because it's relaxing. Says Glenda, "It's the only creative thing I think I do well." She also wants to read novels, travel leisurely, and, for the first time, take a fall vacation.

Mr. Wilson, who has been retired for 2 years, is delighted for Glenda, but Glenda admits, "He's a tiny bit nervous. I have more projects than he feels comfortable with."

Glenda plans to stay busy with the things she enjoys and change her expectations of herself. "I no longer have to push, push, push myself," she claims. In her years on the job, Glenda has learned not to get too stressed out. She is much better able to leave her work at work. She advises other Federal career women to support each other, trust in their own abilities, and make career changes early because "liking your job is half the battle."

How does Glenda hope people will think of her after she retires? Says Glenda, "I hope they'll think I've always been fair...and that they have appreciated my guidance."

A WELCOME CHANGE

The badge readers and door controls on the second floor of Building 40 were recently removed. Now that the ALMRS/Modernization contract has been awarded, they were no longer necessary. Employees from other offices and visitors to the second floor can now enter freely without using a badge or needing an escort.

The main entrance on the second floor is now freely accessible from the familiar glass door or the elevator. Those doors on the second floor that were previously exits only are now unlocked and accessible for both entry and exit.

Previously, it was sometimes difficult to enter by one door and leave by another. Employees who worked on the second floor had to always be aware of where they went out to ensure they could get back in! All of these problems have now been alleviated and people can enter or leave by whatever door is convenient for them.

Security is still important, however! As in any office, every employee should be aware of people around them and should offer assistance to anyone who needs help. Every employee must protect tangible Government property, including electronic and paper information. Also, everyone should be careful with their personal belongings such as purses, coats, or wallets.

SERVICE CENTER HONORED BY LOCAL HIGH SCHOOL

The Service Center received an Employer of the Year award in a ceremony on May 5 at McLain Community High School. McLain is an alternative school that teaches academic subjects with a vocational emphasis to at-risk students. In many instances, these students have not done well in traditional school environments.

The Service Center signed an adopt-a-school agreement with McLain and its sister school, Warren Occupational Technical Center, in March 1992. Since then, we have provided classroom help, sponsored tours, served on advisory boards, and hired students from secretarial, computer technology, and other programs as both volunteers and paid employees.

One McLain High School senior, Jason Swegle, has become one of the SC's expert users of the Silicon Graphics computer, which is used to construct complex 3-D volume models. Jason works for the Remote Sensing Section. During his first year at the SC, he has received much help and encouragement from Section Chief Jim Turner and other SC employees.

Acting Service Center Director Lee Barkow, Chief of Personnel Linda Sedbrook, and Writer-Editor Bob Woerner received the Employer of the Year award on behalf of the many Service Center employees who have helped make the adopt-a-school program a success.

PARTNERS IN EDUCATION

On May 4 and 5, Linda Colville, Associate Service Center Director, and Melissa Dukes, Service Center Recruitment Coordinator, attended the Historically Black Colleges and Universities-Bureau of Land Management (HBCU-BLM) Conference in Jackson, MS. The conference addressed the current status of the HBCU Initiative.

Representatives from six HBCU institutions, Alabama Agricultural and Mechanical (A&M) University; Bennett College, Greensboro, NC; Florida A&M University; Jackson State University, Jackson, MS; South Carolina State University; and the University of Arkansas-Pine Bluff, attended. The highlight of the conference was the signing of Memorandums of Understanding between BLM and individual HBCU institutions. The SC is a signatory on the MOUs with Florida A&M University and Jackson State University.

Of particular interest to the SC are the Environmental Toxicology degree program at Florida A&M and the Center for Spatial Data Research and Applications (CSDRA) at Jackson State University. CSDRA was established in 1987 to take advantage of the rapidly developing fields of Geographic Information Systems and Remote Sensing. The SC recently hired two Computer Science students from Jackson State University into the Cooperative Education Program, and continues to look for other opportunities to use and advance the skills of HBCU faculty and students and to share information.

The HBCU Initiative was started as part of BLM's overall HBCU program to demonstrate tangible accomplishments with a number of universities. The BLM HBCU Steering Committee recommended the above institutions be targeted in Fiscal Year 1993. HBCU initiatives, as defined by Executive Order 12677, must concentrate on five areas: education, training, facilities/equipment, evaluation, and research. The individual MOUs address these five areas as they relate to BLM. They include faculty assignments, curriculum development, field support, and research.

PERSONNEL NEWS

New Employees:

Judith Bright, Project Manager, SC-329
Lisa Drebenstedt, Office Automation Clerk, SC-310
Elsie Pacheco, Student Trainee (OA), SC-212
Dena Reish, Office Auto. Clerk, SC-652
Donald Watson III, Contract Specialist, SC-652

Separations:

Sandra Greer, Computer Specialist, SC-343
Shannon Kozeal, Office Automation Clerk, SC-310
Denise Pettersen, Personnel Clerk (OA), SC-632
C.S. Stringham, Cartographic Technician, SC-671